

The Commonwealth of Wassachusetts

ANNUAL REPORT

OF THE

COMMISSIONER OF CIVIL SERVICE

FOR THE

YEAR ENDING NOVEMBER 30, 1921

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION



BOSTON
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Publication of this Document approved by the Supervisor of Administration.

COMMISSIONERS OF CIVIL SERVICE.

PAYSON DANA, Commissioner, Brookline.

JOSEPH W. BARTLETT, Associate Commissioner, Newton.

ARTHUR M. HUDDELL, Associate Commissioner, Chelsea.

Secretary.

JOHN C. GILBERT, WINCHESTER.

Director, Examination Bureau.
PERCY A. HARRISON, SOMERVILLE.

Director, Executive Bureau.
KENNETH H. DAMREN, Melrose.

Director, Pay Roll Bureau.
WILLIAM H. HAWLEY, MALDEN.

Director, Labor Bureau.

JAMES E. O'NEIL, BROOKLINE.

Office of Division of Civil Service, Rooms 147-152, State House, Boston.

LOCAL REPRESENTATIVES OF THE DIVISION OF CIVIL SERVICE.

Brockton — WILLIAM C. DROHAN, 106 Main Street.

CHICOPEE — CARRIE M. STEBBINS, 356 Springfield Street.

FALL RIVER — THOS. D. SULLIVAN, Granite Block.

FITCHBURG — SAMUEL W. MILLER, 745 Main Street.

GLOUCESTER — CHARLES H. MORROW, M.D.

HAVERHILL — EDWARD B. SAVAGE, 81 Merrimack Street.

HOLYOKE — CLIFFORD S. LYON, 173 Dwight Street.

LAWRENCE — ARTHUR P. McCORMICK, 503 Bay State Building.

Lowell — JAMES H. CARMICHAEL, Central Street.

Marlborough — WILLIAM H. MURPHY, Corey Building.

NEW BEDFORD — WILLIAM J. CARTER, 7 Municipal Building.

NORTH ADAMS — FRED H. REAGAN.

PITTSFIELD — OSCAR S. READ, 190 North Street.

Springfield — GEORGE H. HUGHES, Court Square Theatre Building.

Taunton — HOWARD A. BRIGGS, care of City Treasurer.

Worcester — Mrs. ROBERT C. HUNT, City Hall.

CIVIL SERVICE—LABOR REGISTRATION CLERKS.

Brookline — THOMAS J. MORAN, Town Hall.

CAMBRIDGE — HARRY L. LINCOLN, City Hall.

EVERETT — WALTER H. NICHOLS, 443 Broadway.

FALL RIVER -- CHARLES McL. HADLEY, 8 Bennett Building.

FITCHBURG — DANIEL A. NOONAN, City Hall.

LOWELL — PATRICK J. REYNOLDS, City Hall.

Lynn — MARY E. MORAN, City Hall.

NEW BEDFORD — WILLIAM J. CARTER, Municipal Building.

NEWTON — ANDREW PRIOR, City Hall.

REVERE — GERTRUDE P. LOEFFLER, City Hall.

SOMERVILLE — MRS. FLORENCE A. COOK, City Hall.

Worcester — Mrs. ROBERT C. HUNT, Room 7A, City Hall.

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The Commonwealth of Wassachusetts

To the Honorable Senate and House of Representatives in General Court assembled.

In accordance with the provisions of section 30, chapter 31 of the General Laws, I hereby submit the thirty-eighth annual report of the Department of Civil Service and Registration, Division of Civil Service, covering the period from Dec. 1, 1920, to Nov. 30, 1921, inclusive.

REPORT.

PERSONNEL.

Mr. Payson Dana of Brookline was renominated as Commissioner of Civil Service for a term of three years, and approved by the Governor and Council on Dec. 1, 1920.

On Aug. 1, 1921, Dr. Joseph J. Reilly, who has been connected with the Division since July 1, 1912, resigned as Director of the Examination Bureau to accept a position as superintendent of schools in the town of Ware.

Mr. Percy A. Harrison, the deputy director of the Examination Bureau since April 12, 1920, was promoted to the position of Director.

Mr. Herbert H. Edwards, with the Commission since May 26, 1902, and Director of the Labor Bureau since Jan. 12, 1920, was transferred to deputy director of the Examination Bureau.

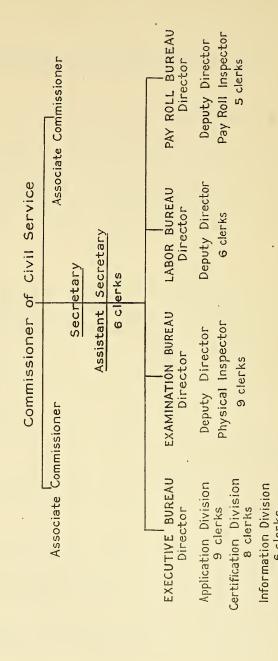
To fill the position of Director of the Labor Bureau, a special examination was held, and Mr. James E. O'Neil, number one on the list, was appointed. Mr. O'Neil is a veteran of the World War, served across for two years, and was honorably discharged from the service with the rank of first lieutenant.

The present plan of organization of the Division is shown on page 8.

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION

Division of Civil Service.

ORGANIZATION



VETERANS' PREFERENCE.

Under chapter 150, General Acts of 1919, the names of veterans, if they receive a passing mark, are placed on the eligible list ahead of all civilians. During the year covered by the present report 3,062 have been appointed, —942 in the Official Service and 2,120 in the Labor Service (see Appendix of this report).

EXAMINATIONS.

During the year 885 general competitive and 477 non-competitive examinations have been held, and 11,664 persons have been examined. The larger examinations were for clerical service, with 871 applicants in January and 714 in July; for police service, with 639 applicants in January and 1,364 in September; for stenographer service, with 1,051 applicants in April and 382 in October; for fire service, with 791 applicants in June; for investigators and examiners of automobiles, with 885 applicants in January.

In nearly all cases the eligible lists have been established within sixty days from the date of the examination, and in many instances in a much shorter period of time.

The technical or special examinations are marked, under the supervision of the Director of the Examination Bureau, by experts. The remuneration they receive is small, and they give their services to the Commonwealth as a public duty. The Commissioner appreciates their generous cooperation and public service, and appeals to them and others for their assistance in the future.

The schedule of regular examinations is printed on page 68.

ORAL EXAMINATIONS.

The Commissioners have continued the practice innovated last year of giving oral examinations to determine the personality and fitness of applicants for positions where personality is an important factor. The results obtained by these examinations have been very satisfactory.

The positions for which this form of examination has been given during the year are as follows: -

Officer and instructor, house of correction, 2 men, Dec. 1, 1920. Teacher, evening school, Massachusetts Reformatory, 2 men, Dec. 1,

1920. Agent, Division of Household Arts, State Department of Education,

9 women, Dec. 10, 1920. Director, community dramatics, New Bedford, 2 men, Dec. 11, 1920.

Supervisor of motor apparatus, Boston Fire Department, 7 men, Jan. 3, 1921.

Deputy inspector of gas meters, State Department of Public Utilities, 5 men, Jan. 29, 1921.

Visitor, Boston Institutions Department, 3 women, March 3, 1921.

Nursing assistants, State Department of Public Health, 4 women, March 30, 1921.

State visitor service, 16 applicants, April 22, 1921.

Foreman of ironworkers, Boston Transit Commission, 2 men, July 8, 1921.

Director of Labor Bureau, State Department of Civil Service and Registration, 24 men, July 19, 1921.

Superintendent of home farm, Worcester, 6 men, July 27, 1921.

Director, dramatics, New Bedford, 3 women, Aug. 1, 1921.

Supervisor of community centers, New Bedford, 3 men, Aug. 1, 1921.

Assistant supervisor of community centers, New Bedford, 6 women, Aug. 1, 1921.

Industrial inspector, Conciliation and Arbitration, 7 men, Aug. 15, 1921. Industrial inspector, Labor and Industries, 28 men, Aug. 22, 1921.

Supervisor of playgrounds, Brookline, 2 women, 4 men, Sept. 13, 1921. Investigator, Minimum Wage, 2 women, Nov. 1, 1921.

Teacher, Massachusetts Reformatory, 3 men, Nov. 2, 1921.

Visitor of older boys, Department of Public Welfare, 7 men, Nov. 15, 1921.

Publicity agent, Division of Savings Bank Life Insurance, 5 men, Nov. 18, 1921.

Assistant dietitian, Boston City Hospital, 3 women, Nov. 23, 1921.

The Industrial Depression.

The labor situation caused by the industrial depression has been taken care of in cities other than Boston by allowing heads of departments to call for one list of laborers to be employed for one week, and for another list for the next week, and so on. This rotation of work relieved the situation and gave general satisfaction.

Assembly of Commissions.

The Assembly of Civil Service Commissions of the United States and Canada was held at Minneapolis, Minn., June 21 to 24, 1921. Massachusetts civil service was represented by Mr. Payson Dana, Commissioner of Civil Service, Dr. Joseph J. Reilly, Director of the Examination Bureau, and Mr. P. A. Harrison, deputy director. Mr. Dana was appointed to several important committees. Dr. Reilly declined re-election as president of the assembly, and Mr. Reece of the California State Commission was elected. Several interesting papers on various phases of civil service work, which were very beneficial to those in attendance, were presented to the assembly by representatives of the United States and other civil service commissions.

EXTENSIONS OF CIVIL SERVICE.

Positions in the Official Service of Westfield were automatically classified under the Civil Service Rules when it became a city on Jan. 1, 1921.

On Feb. 8, 1921, all women laborers employed by the city of Boston, and in the departments of the Commonwealth and in the different cities where the Labor Service is classified, were placed under civil service by an amendment to the Rules.

On March 4, 1921, all employees of the Boston Printing Department were placed under civil service by ruling of the Commissioner. This includes apprentices, compositors, press feeders, bookbinders, paper cutters, etc.

In July last the Commissioner of Civil Service ruled that the clerks and stenographers employed in the registries of probate and paid by the Commonwealth were under civil service, and the Attorney-General has recently given an opinion which sustains this ruling. This brings under civil service for the first time about one hundred positions in counties. All future appointments must be made after examination and certification from the civil service lists. For many years the Civil Service Commission has recommended to the Legislature the classification of all county employees, and bills have been presented but have not passed. There seems to be no good reason why all county positions should not be under civil service as well as State and municipal positions.

During the legislative session of 1921 the following enactments relating to civil service were passed:—

Acts of 1921, chapter 17, "An Act extending the provisions of the civil service laws to the chief of police or commissioner of public safety of the town of Longmeadow."

Acts of 1921; chapter 174, "An Act to place the chief engineer of the fire department of Medford under civil service."

Acts of 1921, chapter 311, "An Act extending the civil service laws to the fire department of the city of Haverhill."

OPINIONS OF THE ATTORNEY-GENERAL.

The Attorney-General has rendered during the year the following opinions in relation to civil service:—

Conviction within One Year.

Can the Commissioner of Civil Service, under the law, accept the application of a person who has been convicted within a year for violation of the automobile laws, such as overspeeding, and other minor offences?

No. — Opinion of Attorney-General, dated March 1, 1921.

Inspectors in the New Bedford Police Department.

Do inspectors with the rank of lieutenant in the New Bedford police department constitute the next lower rank in the case of an examination to be held for promotion to the rank of lieutenant?

Yes. — Opinion of Attorney-General, dated April 1, 1921. St. 1921, c. 496, signed by the Governor on May 27, 1921, now provides that all inspectors shall be ranked as lieutenants dating from Jan. 1, 1917.

Boston Police Matrons.

Are the positions of chief matron and assistant chief matron at the House of Detention in the Boston Police Department classified under the Civil Service Law and Rules?

No. — Opinion of Attorney-General, dated April 28, 1921.

Clerks and Stenographers in the Registries of Probate.

Are the positions of clerk and stenographer in the different registries of probate throughout the State classified under the Civil Service Law and Rules?

Yes. — Opinion of the Attorney-General, dated Nov. 21, 1921.

RECOMMENDATIONS.

The following recommendations are made: —

- 1. That section 17 of chapter 31 of the General Laws be amended so as not to debar from appointment in the public service a person who has been convicted within a year of a misdemeanor under the laws relative to motor vehicles.
- 2. That section 31 of chapter 31 of the General Laws be amended so as to provide that the report of persons appointed to or employed in civil service positions shall be filed with the Commissioner of Civil Service as well as the city auditor.

Respectfully submitted,

PAYSON DANA,
Commissioner of Civil Service.



APPENDIX



APPENDIX.

OFFICIAL SERVICE. State.

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int dietitian .	ury		ician	technician	and meter reader	an and clerk	ical clerk	eeper	uction cost account		of weights and mea	worker			rapher	one operator .	ng inspector (const	ing inspector .	ing inspector .	uction inspector (t	inspector and mete
Assistant dietitian .	Secretary	Clerk	Technician	X-ray technician	Clerk and meter reader	Rodman and clerk	Statistical clerk	Bookkeeper	Construction cost accountant		Sealer of weights and measures	Social worker	Settlement investigator	Visitor	Stenographer	Telephone operator .	Building inspector (construction engineer)	Gasfitting inspector .	Plumbing inspector .	11 Construction inspector (transit)	11 Water inspector and meter reader

Boston — Continued.

SD M THE	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Fe- males.	1	ı	1	ı	1	1	1	1	1	1	ı	ı	1	1
EXAMINED FROM	VETE (CHAPT GEN ACTS O	Males.	4	4	-	-	1	168	63	l	1	673	2	4	39	1
NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	Fe- males.		ı	ı	1	I	П	1	1	හෙ	ı	1	1	1	ı	1
Perso	Males.		4	70	П	-	1	199	77	I	-	4	70	7	40	7
NUMBER PASSED.	Fe- males.		ı	1	1	1	12	ı	ı	6	ı	1	ı	ı	1	1
NUM	Males.		12	2	i i	1	1	339	∞	I	1	23	1	1	26	39
Nomber examined.	Fe- males.		1	1	1	1	18	ı	ı	50	1	1	1	1	1	1
	Males.		19	32	1	1	1	986	∞	1	1	26	1	ı	178	41
	Number of Ap- plicants notified.		23	41	ı	1	19	1,431	∞	62	ı	40	ı	1	268	42 .
NUMBER OF EXAMINATIONS.	Non- compet-		ı	1	ı	ı	1	I	ന	1	ı	1	1	1	1	1
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	NAME OF POSITION.		ires	d) .	nealth	tructo			omotic		mples	eman	iver a	ficer .		notion
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			Inspector of wires	Inspector (food)	Investigator (health)	Swimming instructor	Pianist .	Policeman	Policeman (promotion)	Policewoman.	Collector of samples	Watchman-gateman	Ambulance driver and chauffeur	Attendance officer	Fireman.	Fireman (promotion to district chief)
	Class.		=	11	11	12	12	14	14	146	14	17	18	19	20	20

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Foreman	Foreman of subway cerpenters	Foreman of subway construction .	Head farmer .	Assistant foreman of construction	Construction inspector (Transit)	Foreman of ironworkers	First assistant assessor	Janitor .	Drawtender and assistant drawtender	Engineer and fireman	Assistant engineer	Civil engineer	Electrician	Mate and pilot	Captain (promotion)	Dentist .	Physician	Bacteriologist and assistant bacteriologist	Radiologist	Assistant pharmacist	Chemist.
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Boston — Concluded.

ER NUMBER OF EXAMINED D. FERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETBRANS (CHAPTER 150, Fe. GENERAL, GENERAL, Males, males, ACTS OF 1919).		1	1 9 9		1	1	1	I	419 454 403 306 3
NUMBER PASSED.	Males.		က	ı	1	ı	1	-	-	962
NUMBER EXAMINED.	Fe- males.		1	12	63	1	1	1	1	610
NUM	Males.		7	1	1	1	ı	ī	Ħ	1,943
	Number of Ap- plicants notified.		8	12	4	1	1	H	-	3,415
NUMBER OF EXAMINATIONS.	Non- compet-	ICIVE.	1	-	1	1	1	-	П	37
NUME	General Com-	peornive.	1	2	1	1	1		1	29
	NAME OF POSITION.		Assistant chemist	Reconstruction aide in physiotherapy	Nurse	Officer and instructor	Master	Assistant master	Deputy master and executive clerk	
	Class.		34 /	35 I	35	41 0	41 N	41 4	41 I	

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Policeman	Clerk	Stenographer .	Water inspector and meter reader	Playground instructor	Policeman	Policewoman.	Attendance officer.	Fireman.	Fireman (promotion)	Call fireman .	Janitor .	Civil engineer	Assistant electrician	Policeman	Fireman.	Call fireman	Dietitian	Clerk	Stenographer .
15	m	6	==	12	15	15c	19	21	21	21	24	22	29	15	21	21	-	က	6

CFTIES OTHER THAN BOSTON, AND TOWNS — Continued.

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		EXAM	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED,	BER NED.	NUMBER PASSED.	BER ED.	Pers	TWBER OF EXAMINOS APPOINTED FR	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	тнв
Class.	NAME OF POSITION.	General Com-	Non- compet-	Number of Ap- plicants notified.	Males.	Fe- males.	Mules.	Fe- males	Males.	Fe- males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	rans rr 150, ral 1919).
		petitive.	e. itive.								Males.	Fe- males.
12	Beverly-Con. Playground instructor		1	1	1	ı	1	1	ı	ı	ı	t
15	Policeman	4	ı	10	2	ı	4	1	-	1	1	1
15	Policeman (promotion)	ı	1	1	1	1	1	1	63	ı	ı	1
21	Fireman	- 2	1	00	ಣ	ı	7	ı	I	ı	١	1
21	Call fireman	1	4	귝	44	1	4	1	2	1	ı	
24	Janitor		1	41	4	1	63	1	ಣ	1	ı	1
27	Civil engineer		1	-	-	ı	1	1	1	1	1	1
35	Nurse	1	1	1	ı	t	I	1	1	63	1	1
П	Brockton. Superintendent (school janitor)				-	t	7	1	-	ı	1	ı
6.3	Clerk	67	1	11	П	2	-	9	1	∞	1	1
6	Stenographer	67	1	41	ı	್ಣ	1	00	1	-	ı	ſ
==	Inspector (meats and provisions)		-	-	=	1	-	1	-	ı	1	ı,
=	Water inspector and meter reader			=	10	1	7	1		ı	1	ı

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liceman	eman	eman (promotion)	reman	nitor	gineer and firem	vil engineer	irse	pervisor of rec	perintendent	erk	ent (sanitary)	enographer .	ilding inspec	umbing inspe	ayground inst	liceman .	liceman (pron	licewoman	reman	reman .
Policeman	Fireman	Fireman (promotion)	Foreman	Janitor	Engineer and fireman	Civil engineer	Nurse	Brookline. Supervisor of recreation	Superintendent (Town Hall)	Clerk	Agent (sanitary)	Stenographer .	Building inspector	Plumbing inspector	Playground instructor	Policeman .	Policeman (promotion) .	Policewoman	Fireman	Foreman .

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

	ТНЕ	LANS R 150, RAL 1919).	Fe- males.	ı	ı	ı	-	ı	i	1	t	ı	ı	1	ı	ı
	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919)	Males.	i	П	1	1	-	1	i	ı	ı	ı	1	ı	(
	UMBER OF EXAMINAS APPOINTED FR. ELIGIBLE LISTS.	Fe- males.		1	ì	ı	-	18	1	ı	1	ı	61	1	1	1
	Penso	Males.		60	-	-	1	63	-	-	ı	i	ı	-	-	-
	BER ED.	Fe- males.		1	ı	ı	ı	10	1	ı	1	1	က	t	ı	1
	NUMBER PASSED.	Males.		ι	-	63	1	н	1	1	1	1	1	-	က	_
	Number examined.	Fe- males.		ı	1	i	ı	Ξ	t	1	1	1	6	-1	1	1
	NUMEXAM	Males.		1	1	9	1	61	ı	I	-	ı	1	∞	4	-
,		Number of Ap- plicants notified.		1	က	2	1	16	1	1	-	-	6	6	2	1
	NUMBER OF EXAMINATIONS.	Non- compet-	itive.	t	1	1	ı	1	ı	1	1	1	ı	1	1	_
	NUMB EXAMIN	General Com-	petitive.	-	23	67	I	63	ı	ı	П	-	က	67	-	i
										•	•	•	•	٠		-
		NAME OF POSITION.		Janitor	Engineer and fireman	Civil engineer	Nurse	Clerk Cambridge.	Bookkeeper	Collector of culture	Sealer (weights and measures)	Telephone operator	Stenographer	Elevator inspector	Water inspector and meter reader	Plumbing and housing inspector
		Class.		24	26	27	35	က	4	ŗĊ	9	6	6	=	11	Ξ

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Sanitary inspector.	Playground instructor	Policewoman.	Policeman	Policeman (promotion)	Watchman-gateman	Chauffeur	Attendance officer	Fireman.	Fireman (promotion)	Foreman	Janitor	Assistant drawtender and drawtender	Engineer and fireman	Civil engineer	Dentist .	Physician	Nurse	Policeman	Fireman .	Call fireman
Sal	Pla	Po	Po	Pol	Wa	Ch	Ati	Fir	Fir	Fol	Jar	Ass	En	Ċ	De	Ph	N	Pol	Fir	Ü
11	12	15c	15	15	17	18	19	21	21	22	24	25	56	27	32	32	35	15	21	21

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

	тне	tans ir 150, ral 1919).	Fe- males.	ı	ı	1	1	ı	ı	I	ı	1	I	t	ı	1	ı
	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	1	4	ı	1	1	1	3	ı	ı	1	1	7	1	1
	UMBER OF ONS APPOIN ELIGIBLE	Fe- males.		67	1	1	ı	ı	5	9	ı	1	I	-	1	ı	1
	Perso	Males.		1	4	1	ı	ı	t	ı	1	1	-	ı	10	-	
	NUMBER PASSED.	Fe- males.		-	1	ı	1	ı	П	1	1	1	1	П	ı	1	1
	NUM	Males.		н	61	00	37	က	1	ı	ı	1	1	ı	9	2	
	NUMBER EXAMINED.	Fe- males.		က	t	ı	ı	ı	=	H	1	1	1	П	ı	ı	1
		Males.		1	17	19	38	က	1	-	1	1	1	63	25	2	FC
`		Number of Ap- plicants notified.		1-	21	27	51	4	1	63	1	7	ī	က	28	6	∞
	NUMBER OF EXAMINATIONS.	Non- compet-	itive.	ī	1	ı	1	1	1	1	1	1	П	1	1	1	ı
	EXAMIN	General Com-	petitive.	63	ಣ	8	63	2	1	23	1	-	1	1	62	1	63
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		NAME OF POSITION.				•	otion			·		r and	etor (strue		moti	•
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				Clerk .	Policeman	Fireman .	Fireman (promotion)	Janitor .	Nurse .	Clerk .	Visitor .	Water inspector and meter reader	Assistant inspector of animals	Playground instructor	Policeman	Policeman (promotion)	Fireman.
		Class.		en	15	21	21	24	35	673	7	11	=	12	15	15	21

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Fireman (promotion)	Mechanician	Janitor .	Station operator	eale	Policeman	Elumbing inspector	Policeman	Fireman.	Physical director	Clerk	Building inspector.	/ate	Policeman	Policeman (promotion)	Watchman-gateman	Fireman.	Fireman (promotion)	Foreman	Janitor
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CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

ana	THE	ANS R 150, RAL 1919).	Fe- males.	1	1	1	-	1	ı	1	ı	t	1	ı	ı	1	1
NUMBER OF EXAMINED	Fensons Appointed from the Eligible Lists.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	I	ı	-	63	1	1	1	1	9	ı	1	1	1	1
UMBER OF	ELIGIBLE LISTS.	Fe- males.		ı	1	1	10	61	-	1	11	1	1	t	ı	1	1
Named	Leiks	Males.		1 ,	i	-	23	1	1	1	က	9	4	1	63	-	1
NUMBER	SED.	Fe- males.		ı	1	ı	19	1	13	ı	10	1	ı	-	ı	ı	1
Now	PASSED.	Males.		-	-	П	18	t	-	ಣ	က	21	1	ı	7	1	1
NUMBER	EXAMINED.	Fe- males.		t	ı	t	69	-	31	1	22	1	ı	က	ı	1	ı
Z Z	EXAM	Males.		-	23	-	24	ı	67	10	9	45	1	ı	က	1	1
		Number of Ap- plicants notified.		_	67	-	96	2	46	12	27	53	1	4	က	ł	-
ER OF	EXAMINATIONS.	Non- compet-	ıtıve.	ı	1,	ı	1	1	ı	1	1	ı	I	1	1	I	ı
NUMB	EXAMIN	General Com-	petitive.	-	2	-	63	-	က	-	-	7	ı	-	-	1	_
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				Engineer and	Civil engineer	Dentist .	Clerk	Telephone operator	Stenographer	Water inspector and meter reader	Playground instructor	Policeman	Policeman (promotion)	Policewoman	Watchman-gateman	Attendance officer	Call fireman
		Class.		26	27	32	ಣ	6	6	11	12	15	15	15c	17	19	21

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	Fireman (promotion)		Foreman of garage		Engineer and fireman	£.	thece	nt, c			Water inspector and meter reader	Inspector of animals		Watchman-gateman					٤	
	(pro		of g		and	Civil engineer	apo	ende		pher	spect	r of s	n,	ın-ga		nan			inee	
man	man	Foreman	man	tor	ineer	l eng	stant	erint	4	ogra	er ing	ector	Policeman	shms	Fireman.	Call fireman	Foreman	tor	l eng	tist
Fireman.	Fire	Fore	Fore	Janitor	Engi	Civi	Assistant apothecary	Fitchburg. Superintendent, city farm	Clerk	Stenographer .	Wate	Insp	Polic	Wat	Fire	Call	Fore	Janitor	Civil engineer	Dentist
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CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

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	NUMBER OF EXAMINED ISONS APPOINTED FROM 1 ELIGIBLE LISTS.	Fe- males.		1	1	i	1	1	t	ಣ	ı	1	ı	,I	1
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	NUMBER PASSED.	Males.		7	63	က	9	ı	61	က	1	-	23	7	1
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		Number of Ap- plicants notified.		ro	00	က	9	1	9	2	-	-	∞	ന	_
	ER OF ATIONS.	Non- compet-	itive.	1	1	1	1	ı	ı	2	ı	1	ı	1	-
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				Framingham. Sealer of weights and measures	Policeman	Policeman (promotion) .	Fireman (promotion)	Fireman.	Policeman	Clerk .	Stenographer .	Water inspector and meter reader	Policeman	Chauffeur	Fireman (promotion)
		Class.		9	15	15	21	21	15	ಣ	6	=	15	18	21

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Fireman.	Call fireman	Janitor .	ineer	se	er of	Policeman	cema	Superintendent	Timekeeper	Clerk .	Bookkeeper	Stenographer	Policeman	Policewoman.	cema	Fireman .	Janitor	ineer	Civil engineer
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CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

тнЕ	RANS 1R 150, 1919).	Fe- males.	1	1	1	t	ı	1	1	ı	1	1	1	ı	ı	1
NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	ı	ı	1	t	ı	1	ı	1	ı		1	1	i	1
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Number Passed.	Fe- males.		ı	1	-	1	1	ſ	ı	12	-	1	4	ro	ŧ	1
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NUMBER EXAMINED.	Fe- males.		1	1		I	ı	1	1	14	67	1	10	13	ı	1
	Males.		1	-	1	-	ı	-		23	ı	-	ı	ı	10	1
	Number of Ap- plicants notified.		1	-	-	٦	1	-	1	18	2		11	24	ro	67
NUMBER OF EXAMINATIONS.	Non- compet-	ieive.	-	-	1	Ħ	ı	-	-	1	1	1	1	H	1	ı
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	NAME OF POSITION.		Ha .				rvisc	ıt (g:	t (or				rator		lding	r an
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			Physician	Dentist .	Nurse	Water registrar	Assistant supervisor of automobiles	Superintendent (gas works)	Superintendent (outdoor work)	Clerk .	Visitor .	Agent .	Telephone operator	Stenographer .	Inspector (building)	Water inspector and meter reader
	Class.	•	65	35	35	-	-	-	-	ಣ	2	∞	6	6	Ξ	=

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Policeman	Call fireman .	Fireman.	Foreman	Janitor .	Engineer and fir	Medical director	Dentist .	Nurse .	Policeman	Assistant superin	Supervisor of motor apparatus	Clerk .	Visitor	Stenographer .	Inspector (build	Inspector of catt	Playground instructor	Policeman .	Policewoman.	Policeman (pron
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CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

	, o	Fe- males.	1	ı	ı	ı	ı	1	1	ı	67	ı	t	ı	ı
an A THE	VETERANS HAPTER 15 GENERAL TS OF 1919	Fe maj													
EXAMINE TED FROM	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	'	1	ı	1	61	-	1	ı	ı	ı	1	1	1
NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	Fe- males.		ı	1	ı	ı	1	1	ı	1	9	67	1	i	-
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BER ED.	Fe- males.		í	1	1	1	ı	ı	1	ı	-	.63	-	1	-
NUMBER PASSED.	Males.		22	-	rĊ	ı	21	5	-	61	1	1,	1	-	1
NUMBER EXAMINED.	Fe- males		1	ı	1	t	1	ı	1	1	67	61	1	1	_
NUX	Males.		42	2	9	ı	22	61	64	67	ı	ſ	1	9	ı
	Number of Ap- plicants notified.		57	23	9	1	30	2	2	67	73	ಣ	-	6	-
ER OF ATIONS.	Non- compet-	itive.	1	ı	1	l.	1	1	ı	2	5	ı	ı	ı	ı
NUMBER OF EXAMINATIONS	General Com-	petitive.	67	1	-	l	7	67	2	1	1	63	1	1	-
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			Fireman .	Call fireman .	Fireman (promotion)	Foreman	Janitor .	Engineer and fireman	Civil engineer	Physician	Nurse .	Clerk .	Stenographer .	Policeman	15c Policewoman .
	Class.		21	21	21	22	24	26	27	32	35	es.	6	15	15c

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Fireman .	Call fireman	Janitor	Nurse	Policeman	Clerk	Bookkeeper	Storekeeper	Assistant storekeeper	Stenographer .	Water inspector and meter reader	Playground instructor	Policewoman .	Policeman	Policeman (promotion)	Attendance officer	Fireman .	Fireman (promotion)	Foreman	Janitor
-	21	24	35	15	က	4	20	5	6	11	12	15c	15	15	19	21	21	22	24

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

	не	ANS 150, AL (919).	Fe- males.	ı	1	ı	1	1	1	1	1	ı	1	ı	ŀ	1
	Number of Examined Persons appointed from the Eligible Lists.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.		1	1	1	-	-	ı	ı		1	1	ı	1
	NUMBER OF EXAMINED ROOM SONS APPOINTED FROM ELIGIBLE LISTS.	Fe- males.		l	1	1	67	i	1	4	-	1	4	1	6	1
	Persc	Males.		4	1	1	1	-	1	1	1	1	ı	1	1	1
ore.	BER ED.	Fe- males.		ı	ı	ı	ı	ı	1	τĊ	1	1	2	t	6	1
Oriente	NUMBER PASSED.	Males.		14	Ħ	-	2	∞	co.	67	1	-	1	∞	1	15
CALV	NUMBER EXAMINED.	Fe- males.		I	ı	1	ı	1	1	9	1	i	6	1	12	1
OT GU	NUMBER EXAMINED.	Males.		18	1	-	∞	∞	4	2	1	н	1	6	9	35
STON, B		Number of Ap- plicants notified.		18	-	1	00	œ	70	10	П	н	6	6	30	20
IAN DO	NUMBER OF EXAMINATIONS.		itive.	1	I	-	ı	1	ı	ı	-	ı	ı	1	1	ı
HEK II	NUMB	General Com-	petitive.	4	1	1	-	н	1	2	ı	1	4	1	1	4
OILIES OTHER THAN DOSLON, AND LOWNS - Contempted.		NAME OF POSITION.		$\frac{Lowell-\mathrm{Con.}}{\mathrm{Engineer\ and\ fireman}}$	Civil engineer	Physician	Nurse	Lynn. Superintendent (Isolation Hospital)	Assistant superintendent (building department).	Clerk	Dentist's assistant	Sealer of weights and measures	Stenographer	Water inspector and meter reader	Playground instructor	Policeman
		Class.		26	27	35	35	П	1	ಣ	ಣ	9	6	11	12	15

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	shanic			motion)			freman		perator			Malden.		or and meter reader	nstructor		romotion)		motion)	
man	mechanic			(promotion)			and fireman	gineer	m operator	· · · · · · · · · · · · · · · · · · ·		Malden.	pher	spector and meter reader	Ind instructor		an (promotion)		(promotion)	
cewoman	stant mechanic	etaker	man	man (promotion)		tor	ineer and fireman	il engineer	alarm operator	sician			ographer	er inspector and meter reader	ground instructor	ceman	ceman (promotion)	man	man (promotion)	eman
Policewoman	Assistant mechanic	Caretaker	Fireman	Fireman (promotion)	Foreman	Janitor	Engineer and fireman	Civil engineer	Fire alarm operator	Physician	Nurse	Clerk	Stenographer	Water inspector and meter reader	Playground instructor	Policeman	Policeman (promotion)	Fireman.	Fireman (promotion)	Foreman

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

	H E	NS 150, AL 919).	Fe- males.	1	i	1	1	1	1	1	t	ι	1	ı	1
	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	1	1	1	ı	1	1	1	i	ı	-	ı	1
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	SER SD.	Fe- males.		t	ı	-	1	ı	1	63	ı	1	1	ı	-
-	NUMBER PASSED,	Males.		ಣ	ಣ	1	ı	ŧ	1	i	ı	1	1	ı	-
	NUMBER EXAMINED.	Fe- males.		1	ı	П	1	1	1	63	ı	1	•	ı	1
		Males.		က	6	ı	1	-	1	1	63	1	63	-	1
		Number of Ap- plicants notified.		හ	12	-	н	-	61	61	63	-	7	-	-
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	ER OF ATIONS.	Non- compet-		1	හෙ	1	ı		i	ı	t	ı	1	ı	1
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	Total Total	2	3	-	-		61	5	67	-		ı	- 1
	NUMBER OF EXAMINATIONS.	Non- compet-	To the total of th				. 1						1		
	NUMBER OF EXAMINATIONS.	Non- compet-	Donor de la company de la comp												
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	. Double of the control of the contr												
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	potety of					m - 1							
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	. Decreased				ter	system) 1							
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	. Dougla vo.				nchester. 1 - 1	larm system)							
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	. Donardo				Manchester. 1 - 1	Mariborough.							
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	bounts.				Manchester.	Marlborough. – I							
	NUMBER OF EXAMINATIONS.	Non- compet-	· bonna.	Malden — Con.				Mariborough.	67						
	NUMBER OF EXAMINATIONS.	General Non- Com- compet- notitive	. bears.			Nurse	Policeman	Marlborough 1				Fireman	Call fireman	Foreman	Janitor

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Clerk	Stenographer	Water inspector and meter reader 1	Policeman 4	Fireman	Fireman (promotion)	Mechanician	Janitor	Engineer and fireman	Clerk	Sealer of weights and measures	Water inspector and meter reader 1	Policeman	Fireman	Janitor	Civil engineer	Physician	Clerk	Sealer of weights and measures 1	Playground instructor

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

	тне	ANS R 150, RAL 1919).	Fe- males.	ı	1	1	ı	1	1	1	ı	1	ı	t	ı	1
	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	1	1	1	ro	1	ı	63	1	1	1	ı	1	00
	UMBER OF EXAMII INS APPOINTED FR ELIGIBLE LISTS.	Fe- males.		ı	1	-	1	1	ı	ı	ı	67	1	1	-	1
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	NUMBER EXAMINED.	Fe- males.		1	1	ı	t	1	ı	1	1	9	1	ı	က	1
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	NUMBER OF EXAMINATIONS.	Non- compet-	itive.	1	1	1	t	1	ı	1	ı	1	-	1	1	1
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	Parameter .	OF		Methuen — Con.			W .		nn)		Ř.	New Bedford.	SS	ity e	ity c	unit
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				Fireman .	Janitor	Nurse	Policeman	Fireman.	Fireman (promotion)	Call fireman	Policeman	New Bedford. Assistant supervisor, community centers	Chief, dental clinics	Director, community centers	Director, community dramatics	Supervisor, community centers
		Class.		21	24	35	15	21	21	21	15	-			-	1

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CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

	тне	ANS R 150, RAL 1919).	Fe- males.	1	1	5	1	1	1	1	1	1	1	1	1	1
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	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	Fe- males.		5	ı	10	ı	1	1	1 .	1	ı	1	r0	-	1
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	NUMBER PASSED.	Fe- males.		. 61	1	ı	1	-	63	1	ı	1	ı	00	-	1
	NUN	Males.		ı	7	1	7	1	1	ı	NO.	1	2	ı	1	1
	BER INED.	Fe- males.		2	1	1	ı	П	7	ı	1	1	1	6	4	1
	NUMBER EXAMINED.	Males.		1	63	1	63	1	1		5	2	63	1	1	1
		Number of Ap- plicants notified.		2	က	7	2	-	73	-	r0	5	73	=======================================	4	1
		Non- compet-	itive.	63	-	ı	67	-	1	ı	20	67	ı	1	t	ı
	NUMBER OF EXAMINATIONS.	General Com-	petitive.	1	1	1	1	ı	2	1	1	1	67	63	-	1
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		NAME OF POSITION.		Neu nist			nt, ci					ıan			ng)	
		Z		ygiei			ende		pher	q	nan	firen			sessi	int
				New Bedford — Con. Dental hygienist	Dentist .	Nurse	Newburyport. Superintendent, city farm .	Clerk	Stenographer	Policeman	Call fireman	Sub-call fireman	Janitor .	Clerk	Clerk (assessing)	Accountant
		Class.		32	33	35	н	ಣ	6	15	21	21	24	ಣ	60	4

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Stenographer .	Water inspector and meter reader	Playground instructor	Patrolman-mechanic	Policeman .	Policeman (promotion	Policewoman .	Watchman	Fireman.	Janitor .	Engineer and fireman	Civil engineer	Clerk .	Stenographer .	Water inspector and m	Policeman	Fireman.	Call fireman .	Cemetery foreman	Janitor .	Dentist .	Medical inspector .
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CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

		NUMBER OF EXAMINATIONS.	ER OF ATIONS.		NUMBER EXAMINED	NED.	NUMBER PASSED.	BER ED.	Perso	UMBER OF EXAMINS APPOINTED FREE	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	тне
Class.	NAME OF POSITION.	General Com-	Non- compet-	Number of Ap- plicants notified.	Males.	Fe- molos	Males.	Fe- males	Males.	Fe- males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	RANS 1R 150, RAL 1919).
			itive.								Males.	Fe- males.
ಣ	Clerk Northampton.	1	ι	H	ı	-	ı	-	ı	Ħ.	ı	I
=	Assistant plumbing inspector	ı	П	Н	1	1	н	ı	1	1	t	ŧ
15	Policeman	2	ı	က	භ	1	-	ı	61	1	н	ı
19	Attendance officer	1	н	-	П	1	-	1	-	I	1	ı
21	Fireman	23	1	2	1	ı	1	1	1	1	ı	i
24	Janitor	l	2	7	-	-	-			1	1	1
15	Policeman	63	1	9	ro.	1	2	1	-	1	I	ı
15c	Policewoman	-	ı	-	ı	-	1	1	1	ı	1	1
6	Peabody.	-	1	н	ı	-	1	п	1	1	ı	1
11	Inspector (slaughtering)	ı	-	1	-	1	н	1	=	1	ı	ı
15	Policeman	4	1	Ξ	9	1	က	1	က	ı	ı	ı
18	Repairman and chauffeur	-	1	9	4	1		1	1	1	- -	1

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Fireman .	Call fireman	Janitor .	Engineer and fireman	Civil engineer	School physician	Nurse	Pittsfield. Superintendent (street)	Clerk	Inspector (slaughtering, meats and provisions)	Water inspector and meter reader	Playground instructor	Policeman	Watchman	Fireman.	Call fireman	Janitor	Nurse	Quincy. Superintendent (cemetery)	Clerk	Agent (workmen's compensation)
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CITIES OTHER THAN BOSTON, AND TOWNS - Continued.

	THE	rans ra 150, ral 1919).	Fe- males.	ī	ı	ı	1	ı	1	1	1	1	ı	ı	ı	1
	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	l	-	1	9	1	9	1	1	1		ı	ı	1
	UMBER OF EXAMI ONS APPOINTED FR ELIGIBLE LISTS.	Fe- males.	,	l	1	t	I	ı	t	ı	I	1	1	-	23	ı
	N Perso	Males .		ı	П	1	15	2	6	-	2	-	-	t	ı	ı
	Nomber Passed.	Fe- males.		ı	1	1	1	1	1	1	1	ı	1	-	1	ı
	NUM	Males.		ı	-	П	16	1	13	2	2	63	н	1	1	1
	NOMBER EXAMINED.	Fe- males.		-	1	1	ı	i	1	1	ı	ı	1	-	t	1
	NON	Males.		1	н	1	37	1	27	5	∞	4	1	t	ı	-
(12)		Number of Ap- plicants notified.		-	Т	-	45	1	38	80	10	9	-	-	-	61
	NUMBER OF EXAMINATIONS.	Non- compet-	itive.	1	1	ı	ı	1	1	ı	П	1	ı	-	ı	1
	NUMB	General Com-	petitive.	-	1	1	4	1	က	23	67	2	-	ı	-	67
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		F P(Quincy — Con.		neter					٠			٠		Reading.
		NAME OF POSITION.		Quin	ъ) Г	and n	٠	notion								. F
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				Stenographer.	Inspector (health) .	Water inspector and meter reader	Policeman	Policeman (promotion)	Fireman.	Foreman	Janitor .	Civil engineer	Dentist .	Physician	Nurse .	Policeman
		Class.		6	11	11	15	15	21	22	24	27	32	32	35	15

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Revere. Assistant superintendent (public works depart-	ment). Assistant superintendent of public works	Assistant to the superintendent of wires	Superintendent of streets	Clerk	Storekeeper	Water inspector and meter reader	Assistant sanitary inspector	Playground instructor	Policeman	Assistant attendance officer	Fireman.	Mechanician (promotion)	Foreman	Janitor	Civil engineer	$Salem. \\ Supervisor, school buildings and grounds$	Clerk	Stenographer .	Water inspector and meter reader	Policeman
-	-	-	П	က	70	11	11	12	15	19	21	21	22	24	27	-	ಣ	6	11	15

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

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1		NUMB EXAMIN	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.	BER NED.	NUM	NUMBER PASSED.	N Pers	UMBER OF ONS APPOIL ELIGIBL	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	тне
Class.	NAME OF POSITION.	General Com-	Non- compet-	Number of Ap- plicants notified.	Males.	Fe- males	Males.	Fe-	Males.	Fe- males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	RANS ER 150, ERAL 1919).
		petitive.	itive.								Males.	Fe- males.
1	Watchman Salem — Con.	-	1	1	1	1	ı	1	ı	1	ı	1
	Fireman	4	1	40	29	1	13	1	н	ı	-	ı
	Fireman (promotion)	1	1	1	1	1	1	1	61	ı	1	ı
	Call fireman	1	1	1	t	ı	1	1	∞	1	9	1
	Janitor	2	-	4	ಣ	1	က	1	ro	ı		1
	Policeman Saugus.		1	6	6	1	4	ı	1	1	l	1
	Policeman (promotion)	-	1	9	9	1	9	1	83	t	1	1
	Fireman	2	1	63	ಣ	1	က	1	61	1	-	1
	Somerville.	1	ı	1	ı	1	ı	ı	-	1	I	ı
	Clerk	61	1	6	1	00	ı	ro	1	2	1	1
	Sealer of weights and measures	-		-	1	ı	1	1	1	ı	1	1
	Civic social worker	1	-	-	ı	п	1	-	I	-	1	1
	Stenographer	e0	,	2	1		ī	ro	ī	-	- -	1

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1	67	ı	1	ı	ı	ı	1	. 1	ı	22	1	l		-	1	t	1	4	1	1	1	1
	1	7	1	4	9	က	ı	1	ľ	1	ı	1	1	1	1	-	1	1	36	1	1	
-	1	ı	ı	1	ı	1	ı	-	t	33	ı	1	-	-	13	ı	ı	4	1	1	н	
	1	9	1	15	43	10	1	ſ	1	1	ı	ı	1	1	1	4	7	1	45	1		
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4	-	28	1	21	45	13	-	1	-	23	1	ı	1	1	1	25	23	က	119	ı	1,	
4	2	39	7	34	47	16	-	-	1	20	7	1	9	1	25	30	2	21	162	1	2	
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ster reader 1 -		8							ingfield.				1	operator			eter reader 1					
tor and meter reader 1 -	nstructor	8			motion) 3 1		ector		Springfield.		rekeeper	r operator	H	machine operator		nitary) 1	tor and meter reader 1					
Water inspector and meter reader 1	Playground instructor	Policeman	Policewoman	Fireman 4 -	Fireman (promotion) 3 1	Janitor	Medical inspector	Nurse	Springfield.	Clerk	Clerk and storekeeper	Comptometer operator	Bookkeeper	Bookkeeping machine operator	Stenographer	Inspector (sanitary)	Water inspector and meter reader 1	Playground instructor	Policeman	Policeman (promotion)	Policewoman	

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

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	1D 4 THE	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Fe. males.			•				·		•	•	•	•	
-	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETE (CHAPT GEN ACTS O	Males.	п	1	16	1	ಣ	ı	1	1	1	1	1	1	ı
	UMBER OF EXAMI ONS APPOINTED FR ELIGIBLE LISTS.	Fe- males.		1	ı	J	1	-	0	ı	-	1	1	23	í	•
	Pers	Males.		67	-	18	23	22	9	1	ı	1	-	ı	1	1
	NUMBER PASSED.	Fe- males.			1	t	1	-	1	1	1	ı	ı	1	ı	1
	NUM	Males.		67	-	89	ı	52	12	4	ı	-	1	ı	63	22
١	NUMBER EXAMINED.	Fe- males.		1	1	ı	1	-	1	1	1	1	1	-	1	, _
	NUN	Males.		4	-	121	1	99	14	00	1	1	1	ı	10	5
,		Number of Ap- plicants notified.		4	-	156	-	28	16	=======================================	1	7	ı	1	12	2
	NUMBER OF EXAMINATIONS.	Non- compet-	itive.	_	-	i	ı	-	ı	1	1	-	1	ı	ı	
	Numb Examin		petitive.	-	1	63	1	63	4	67	ı	1	1	-	က	-
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		OF]		gfield	•	٠	•	•	. п	•	•	•	٠	•	Stoneham.	n) .
		NAME OF POSITION.		Springfield — Con.	· iei	•	•	٠	rema	•	ant	•	•		<i>ν</i> ₂ .	notio
١		NA			e offi	٠			nd fi	ieer	ssist		•	•	•	(pro
				Watchman	Attendance officer	Fireman.	Foreman	Janitor .	Engineer and fireman	Civil engineer	Dentist's assistant	Dentist .	Physician	Nurse .	Policeman	Policeman (promotion) .
		Class.		17	19	21	22	24	26 \	27	32	32	32	35	15	15

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-	ı	-	63	63	1	-	73	23	2	. 1	62	23	1	1	7	-	ı	-	
Swampscott.	Policeman (promotion)		Taunton.	pher	Assistant inspector of slaughtering	Water inspector and meter reader	lan		Call fireman	Foreman of lines		Engineer and fireman	gineer	or	Wakefield.	Waltham.	Timekeeper and stock clerk	apher	Water inspector and meter reader
Policeman	Policemar	Fireman.	Clerk	Stenographer .	Assistan	Water in	Policeman	Fireman.	Call fir	Forems	Janitor	Engine	Civil engineer	Operator	Policeman	Clerk	Timeke	Stenographer .	Water in

CITIES OTHER THAN BOSTON, AND TOWNS - Continued.

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		NUMB	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.	BER NED.	NUMBER PASSED.	ER D.	Perso	UMBER OF NS APPOI ELIGIBL	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	THE
NAME OF POSITION. Ge	<u> </u>	General Com-	Non- compet-	Number of Ap- plicants notified.	Males.	Fe- males.	Males.	Fe- males.	Males.	Fe- males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	RANS ER 150, IRAL 1919).
bed	<u>8</u>	petitive.	itive.								Males.	Fe- males.
Policeman Con.	<u></u>	67	ı	17	91	ſ	2.0		9	1	67	t
Fireman		-	1	61	67	1	-	ı	-	1	-	1
Call fireman		-	ı	60	67	1	C3	í	41	1	-	t
Janitor		63	1	2	rů.	ı	4	1	က	ſ	63	i
Civil engineer		-	1	က	က	ı	63	1	61	1	61	ı
Electrician		ı	-	-	-	1	-	1	-	1	-	ı
Dentist		ı	-	1	-	ı	-	t	-	t	-	1
Watertown.		ಣ	1	18	12	ı	4	ı	41	ı	4	t
Fireman		61	1	6	က	1	-	1	1	1	ı	1
Wellesley.		61	1	ಣ	69	1	က	1	-	1	-	1
Westfield. Keeper of city farm		-	ı	4	က	ı	က	1	t	1	ı	1
City almoner		1	-	-	-	ſ	ſ	ı	í	ı	1	1
Clerk	_	_	1	2	1	67	'	_	1	63	1	ı

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				Sprii			Weymouth.			Winchester.		Winthrop.			Woburn.			neter
	otion			West Springfield.	otior	٠	M .	otion		Wi		A .					ing)	nd m
	prom				prom		٠	prom									lumb	ctor a
Policeman	Policeman (promotion) .	Janitor .	Nurse .	Policeman	Policeman (promotion).	Fireman.	Policeman	Policeman (promotion).	Fireman.	Policeman	Fireman.	Policeman	Fireman.	Call fireman .	Clerk .	Stenographer.	Inspector (plumbing)	Water inspector and meter reader
15	15	24	35	15	15	21	15	15	21	15	21	15	21	21	က	6	11	11

CITIES OTHER THAN BOSTON, AND TOWNS — Concluded.

не	L 150, AL 919).	Fe- males.	1	1	ı	ı	ı	ı	1	1	1	1	į.	ı	ı	1
NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	rO	1	1	1	1	ı	ı	1	1	ı	ı	,	1	1
NUMBER OF EXAMINED ISONS APPOINTED FROM ELIGIBLE LISTS.	Fe- males.		1	l -	ı	t	ı	-	1	27	-	-	1	1	1	67
Nt Perso	Males.		9	က	1	4	1	1	-	-	t	1	1	1	-	
BER ED.	Fe- males.		1	1	ı	I	ı	ı	ı	46	-		ı	ı	ı	m
NUMBER PASSED.	Males.		83	7	က	1	-	I v	9	r0	1	1	1	1	-	-
NUMBER EXAMINED.	Fe- males.		l	J	ı	ı	1	1	1	62	-	-	1	1	ı	4
NON	Males.		4	2	70	67	-	ı	12	10	1	1	ı	ı	-	83
	Number of Ap- plicants notified.		ro	2	ro	2	-	ı	=======================================	06	1	-	1	1	1	9
NUMBER OF EXAMINATIONS.	Non- compet-	Itive.	1	J	1	1	1	ı	1	1	-	1	ı	l	1	4
Кхами	General Com-	petitive.	က	-	63	1	1	1	-	2	1	1	1	-	1	-
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	OF		Woburn - Con.	on).	•	•	n.		Worche he	•	her	an .		d me	ights	
	NAME OF POSITION.		Wob	moti			irems		t of t		ograp	hnici		ts an	of weights and measures	rator
	N			ı (pro			and f		nden.	•	sten	y tec	er.	weigh	aler	edo e
			Policeman	Policeman (promotion)	Fireman.	Janitor .	Engineer and fireman	Nurse .	${\it Worcester.}$ Superintendent of the home farm	Clerk .	Clerk and stenographer	Laboratory technician	Bookkeeper	Sealer of weights and measures	Deputy sealer	Telephone operator
	Class.		15	15	21.	24	26	32	-	ಣ	က	က	4	9	9	6

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ı	1	1	21	13	1	-	1	-	13	1	38	П		10	9	က	I	i	ı	1	1,130
9	1	1	1	1	1	1	ł	1	1	1	ı	1	ı	-	1	ı	67	-	-	-	269
1	2	4	39	18	ı		ಣ	1	96	1	18	4	1	30	6	-	1	1	ı	1	2,541
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1	14	2	120	18	1	-	ro	1	156	1	23	11	-	37	2	-	1	1	1	1	4,182
31	14	13	160	18	17	-	9	1	211	7	23	12	-	45	11	-	က	-	-	-	6,365
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		er reader .			•			•			•		•					Hebrew .	French .	Lithuanian 3.	
Stenographer	Meat inspector	Water inspector and meter reader	Policeman	Policeman (promotion)	Policewoman	Caretaker	Watchman	Attendance officer	Fireman	Call fireman	Fireman (promotion) .	Foreman	Laundry foreman	Janitor	Engineer and fireman .	Civil engineer	Nurse	Nurse with knowledge of Hebrew	Nurse with knowledge of French.	Nurse with knowledge of Lithuanian 3.	
				15	15c	17		_						_						_	

SUMMARY OF OFFICIAL SERVICE.

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	1	NUMBER OF EXAMINATIONS.	ER OF ATIONS.			NUMBER EXAMINED.	NUN PASS	NUMBER PASSED.	Pers	NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	EXAMINE VTED FROM E LISTS.	тне
SERVICE.		General Com-	Non- compet-	Number of Ap- plicants notified.	Males.	Fe- males.	Males.	Fe- males.	Males.	Fe- males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	RANS ER 150, ERAL 1919).
		etitive.	itive.								Males.	Fe- males.
Commonwealth service		58	256	4,908	2,275	1,802	882	1,256	320	202	138	-
Boston service	•	29	37	3,415	1,943	019	962	419	424	403	306	က
Cities other than Boston, and towns	•	292	184	6,365	4,182	852	2,541	269	1,130	405	481	13
		882	477	14,688	8,400	3,264	4,385	2,244	1,904	1,310	925	17
	!	1,362	32	14,688	11,664	199	6,629	59	3,5	3,214	942	63

LABOR SERVICE.

Number Registered, Certified, Appointed and Discharged.

			Number reg- istered.	Requisitions received.	Number called for.	Number certified.	Number em- ployed after Certifica- tion.	Number dis- charged.
Commonwe	alth		3,167	127	721	1,902	615	711
Boston .			5,176	161	640	1,431	639	855
Brookline			274	62	143	359	103	25
Cam bridge			606	35	53	39	50	40
Everett			384	32	282	468	181	33
Fall River			1,145	21	366	748	105	46
Fitchburg			382	44	311	531	180	87
Lowell .			1,276	66	736	1,032	503	99
Lynn .			834	49	465	915	249	50
New Bedfor	d		1,555	54	600	1,166	427	107
Newton			331	44	249	402	178	80
Revere .			220	15	431	387	183	120
Somerville			214	30	94	91	102	63
Worcester			4,039	72	1,941	3,897	1,005	559
Totals			19,603 1	812	7,032	13,368	4,520 2	2,875

¹ Of this number, 4,981 are veterans.

Physical Examination.

			Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
City of Boston .			998	659	638	21
City of Cambridge			64	41	40	1
Totals		•	1,062	700	678	22

² Of this number, 2,120 are veterans.

Examination for Life Guard and Helper.

				Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
Boston .				39	20	20	-
Commonwealt	h.			35	14	14	-
Cambridge .				2	1 .	1	-
Somerville .				3	2	2	
Totals .				79	37	37	_

Practical Test for Teamsters.

City of Boston	135	106	59	47
		100	30	

Number of Present Employees in Labor Service classified under Civil Service Rules.

Commonweal	th		1,002	Lynn		573
Boston .			4,221	New Bedford		1,201
Brookline .			334	Newton .		407
Cambridge			687			105
Everett .			226	Somerville .		292
Fall River .			752	Worcester .		1,962
Fitchburg .			277			
Lowell .			971	Total .		13,010

PHYSICAL EXAMINATIONS.

OFFICIAL SERVICE.

Number of applic	ants e	exam	ined	:						
Captain (Bostón pu	blic w	vorks	dep	artn	nent)					5
Chauffeur (Cambrid	lge bo	oard o	of he	ealth) .			٠.		12
Chauffeur (Gloucest	er po	lice)								2
Chemist										5
Chemist, assistant (State	heal	th)							8
Dentist										3
Director, physical										1
Electrician										13
Engineer, civil .										2
Engineer, constructi	ion (E	Bosto	n bu	ildir	ig dej	part	ment	t) .		3
Engineer, stationary	r, and	l fire	nan							221
Farmer, head .										4
Fire										868
Fire, promotion .										7
Fire alarms, assistar	nt for	emai	ı .							6
Fire alarms, assista	nt su	perir	tene	dent						2
Foreman, farm (Pris	son C	amp	and	Hos	spital)				2
Foreman, subway ca	arpen	ters								6
Foreman, subway co	onstri	action	n		- ·					8
Forester, assistant										1
Inspector, billboard										1
Inspector, boiler .										5
Inspector, building										2
Inspector (Conciliat	ion a	nd A	rbiti	ratio	n)					7
Inspector, construct	ion (Bosto	n T	rans	it Co	mm	issio	n)		2
Inspector, deputy fi	$_{ m sh}$									4
Inspector, deputy g	as me	eter								5
Inspector, food .										7
Inspector, gas-fittin	g.									3
Inspector, health										1
Inspector, industria	l.									23
Inspector, motor ve		3.								3
Inspector, plumbing	g .									2
Inspector and forem	nan									16
Instructor, auto tag	· .									1

66	MASSAC	CHU	SET	TS	CI	VIL	SE	RVI	CE.		[Jan.
Instructor,	cloth-maki	ng									1
Instructor, Instructor,	furniture-n	nakii	ng								1
Instructor,	gymnasiun	n				•					1
Instructor,	health										1
Instructor,	picker-room	m									1
Instructor,	playground	d									85
Instructor,	shoe-maki	ng									3
Investigato	r and exan	niner	of n	otor	veh	icles					59
Investigato	r, military	(Adj	utar	ıt Ge	nera	l's of	fice)				3
Janitor .											382
Janitor . Janitress											8
Master, ass	istant depu	ıty									1
Mate and p	oilot .										7
Mate and p Meter read	er .										53
Nurse .											36
Nursing ass	sistant				,						4
Nursing ass Officer and	instructor										3
Officer, assi	stant atter	ndan	ce								2
Officer, atte											7
Officer, Sta	te relief										1
Officer, Sta Pharmacist	. assistant										1
Physician,	school										1
Police .											1,406
Policewoma	an .										30
Policewoma Police, pro	notion										18
Reconstruc	tion aide										4
Reconstruc Sealer of w	eights and	mea	sures								11
Social work	er .										2
Social work Stock keep	er .										1
Storekeepe	r .										36
Storekeeper Superintend	dent. ceme	teries	3								1
Superintene Superintene	dent. Isolai	tion	Host	oital	(Lvn	ın)					8
Superintend	dent. Town	Ha	ll (B	rook	line)						1
Supervisor,	motor apr	oarat	us								7
Supervisor,	nlavoroun	ds		Ī							5
Technician	projection.										1
Watchman											89
Total	number ex	amin	ed					•	•	•	3,542
Number re	-examined										226

1922.]	PUBI	CIC	DO)CU	ME	NT		No.	53.			67
Number of a	pplicar	${ m ts} \; { m re}$	eject	ed:								
Fire	•											87
Fire Janitor												26
Playground ins	tructor	•										4
Police												591
Policewoman												2
Policewoman Stationary eng	inee r a	nd fir	rema	an								5
Watchman .												1
Total .												716
Causes for re	ejection	ι:										
Color blind .												1
Defective eyes												29
Defective feet												10
Defective hand	s.											2
Defective heart	t .									4		18
Defective lungs	3 .											85
Defective teeth	ι.											53
Hernia												15
Obesity												2
Under height												114
Under weight												40
Under weight Varicose veins												32
General conditi												1
Albumen in uri	ne											80
Rejected for m	ore tha	n on	e re	ason								30
Strength failur	es.			•							٠	204
Total .		•										716
			LA	BOR S	Serv	TCE.						
Number of life	guards	exan	aine	d					,			37
Number of lab												700
												737
Number of lab	orers re	ejecte	ed									22
Total number of	of exan	ninat	ions	in b	oth	servi	ces					4,505

SCHEDULE OF REGULAR EXAMINATIONS.

Clerks and Messengers.

State, Boston and vicinity, Jan. 14, 1922. State and outside cities and towns, Jan. 28,

Class 3. Clerks and Messengers.

1922.

Class 6. Sealers of Weights and Measures.

Class 9. Stenographers. Class 9. Stenographers. State, Boston and vicinity, April 15, 1922. State and outside cities and towns, April 29, 1922.

Telephone Operators. Class 9.

Feb. 8, 1922.

May 12, 1922.

Class 11. Water Inspectors (meter readers).

March 18, 1922.

Classes 14, 15 and 16. Police. Classes 15 and 16. Police.

For Boston and vicinity, Sept. 7, 1922. For outside cities and towns, Sept. 15, 1922. Feb. 15, 1922.

Classes 14 and 15. Policewomen. Class 17. Watchmen, Gatemen and

June 15, 1922.

Guards. Class 20. Boston Fire.

June 9, 1922. June 23, 1922.

Class 21. Fire (cities and towns out-

side Boston). Class 22. Foremen of Laborers, In- Dec. 9, 1921.

spectors of Work. Class 24. Janitors.

May 26, 1922.

Class 25. Drawtenders and Assist-

Oct. 18, 1922.

ant Drawtenders.

Dec. 2, 1921; March 3, 1922; June 2, 1922;

Class 26. Engineers and Firemen.

Sept. 1, 1922.1 May 1, 1922.

Class 27. Civil Engineers.

will be given a physical examination.

May 17, 1922.

Class 32. Dentists.

March 3, 1922.

Nurses. Class 35.

¹ The dates for stationary engineers and firemen are not actual examination dates, but the dates on which, as nearly as possible, applicants who have filed applications during the preceding three months